



2024 -2025

CIEEM Training Catalogue

Contents

This catalogue showcases the variety of training courses available and highlights their level, format, the competencies developed, and when they are likely to run.

There's a full list of training on page three and then we've organised course descriptions by season, and we hope that this information helps you to plan your Continuing Professional Development across the year. Our training programme is planned in advance as much as possible and courses that are live and bookable are available here: <https://events.cieem.net/Events/Event-Listing.aspx>. We cannot guarantee that each of these courses will run every year, and popular courses will often have multiple dates throughout the year.

We're always interested in new suggestions for training to meet the needs of both early career and experienced ecologists and environmental managers, so please get in touch if there's a course that you need, or would like to teach, and it's not listed here. If you're interested in a course that's listed but not showing on our website then please email training@cieem.net to express interest.

Full List of Courses	3
Price bands	7
Winter	8
Spring	21
Summer	37
Autumn	57
All year	69

Full List of Courses

Title	Price (Band)	Level	Delivery model	Page
Advanced Communication Skills (For ECoW site-based work)	A	Intermediate - Advanced	Online	87
An Introduction to Appropriate Assessment in Ireland	A	Beginner – Intermediate	Online	88
An Introduction to Practical Rewilding	B	Beginner – Intermediate	In-person	54
Ancient Woodland Indicators and Other Woodland Flora	A	Beginner - Intermediate	In-person	34
Aquatic Plants Identification	A	Beginner – Intermediate	In-person	55
Badger Ecology & Surveys	A	Beginner – Intermediate	In-person	48
Badger Impacts and Mitigation	A	Beginner – Intermediate	In-person	49
Bat Ecology and Survey	A	Beginner – Intermediate	In-person	42
Bat Impacts and Mitigation	A	Beginner – Intermediate	In-person	43
Bats: Assessing the Impact of Development on Bats, Mitigation & Enhancement	A	Beginner – Intermediate	Online	72
Beaver Ecology and Field Sign Identification	A	Beginner – Intermediate	In-person	40
Beaver Survey Methods and Mitigation	A	Intermediate	In-person	41
Fern Identification for Botanical Surveying and Habitat Classification	A	Beginner - Intermediate	In-person	61
Good Practice for Biodiversity Net Gain: Training for Local Planning Authority Ecologists	A	Intermediate	Online	70
Grass Identification and Grassland Ecology for Habitat Surveyors	B	Beginner	Online	36

Grass Identification for Ecologists	A	Beginner - Intermediate	In-person	35
Ground Water Dependent Terrestrial Ecosystems	B	Intermediate	In-person	27
Habitat Survey and Mapping	B	Beginner – Intermediate	In-person	39
Habitats Regulations Appraisal (HRA) of Plans and Projects (Scotland)	E	Beginner - Intermediate	In-person	9
Hazel Dormouse: Handling and Survey Methods	A	Beginner – Intermediate	In-person	38
Heathland Plants Identification: for Botanical Surveying and Habitat Classification	A	Beginner – Intermediate	In-person	50
Identification of Grasses, Sedges and Rushes	A	Beginner – Intermediate	In-person	51
Identifying Grasses using Poland and Clement's Vegetative Key	A	Beginner	In-person	68
Indicator Plants of Woodland, Wetland, Heath, and Acid Grassland	A	Beginner – Intermediate	In-person	52
Indicator Plants, Relationships, and Habitats	A	Beginner	Online	22
Intermediate QGIS for Ecologists and Environmental Practitioners (Ireland)	B	Intermediate	In-person	58
Intermediate QGIS for Ecologists and Environmental Practitioners	B	Intermediate	Online	80
Introduction to Advanced Bat Surveys	B	Intermediate - Advanced	In-person	62
Introduction to Bat Ecology and Bat Surveys	A	Beginner	Online	71
Introduction to Construction	A	Beginner - Intermediate	Online	14
Introduction to Fern Identification	A	Beginner	In-person	44
Introduction to Habitat Survey and Mapping (Ireland)	A	Beginner	In-person	30
Introduction to National Vegetation Classification	B	Beginner - Intermediate	In-person	33
Introduction to Nature Conservation Legislation in the UK (England)	C	Beginner	Online	24
Introduction to the Biodiversity Metric Watercourse Module	A	Beginner – Intermediate	Online	73

Introduction to UK Habitat Classification	A	Beginner	Online	74
Invasive Species Identification and Management	A	Beginner - Intermediate	Online	13
Mammal Tracks and Signs - Accurate Identification for Professional Ecologists	B	Beginner - Intermediate	In-person	60
Marine Connections: From Seagrasses to Ceteceans	A	Beginner	Online	63
National Vegetation Classification Grasslands	B	Beginner – Intermediate	In-person	45
National Vegetation Classification Woodlands	B	Beginner – Intermediate	In-person	64
Otter Ecology and Surveys	A	Beginner - Intermediate	In-person	26
Otter Survey and Ecology	B	Beginner	In-person	12
Phase 1 Habitat Survey	B	Beginner - Intermediate	In-person	28
Pine Marten and Wildcat Ecology and Survey	B	Beginner – Intermediate	In-person	17
Plant Identification	A	Beginner - Intermediate	In-person	29
Plant Identification and Botanical Keys	A	Beginner – Intermediate	Online	75
Plant Identification for Ecologists	A	Beginner – Intermediate	In-person	46
Plants, Relationships and Phytoremediation	A	Beginner – Intermediate	Online	11
Positive Planning for Biodiversity	A	Intermediate - Advanced	Online	85
Positive Planning for Biodiversity – First Principles	A	Beginner	Online	86
Preliminary Ecological Appraisal	A	Beginner - Intermediate	Online	16
QField for Biodiversity Net Gain	A	Intermediate	Online	31
QField for Ecologists and Environmental Practitioners	A	Intermediate	Online	76
QGIS Essentials (Self-led)	£150	Beginner	Online	77

QGIS for Biodiversity Net Gain	A	Intermediate	Online	78
QGIS for Ecological Analysis (Self-led)	A	Intermediate	Online	79
Red Squirrel Ecology and Surveys	B	Beginner – Intermediate	In-person	18
Statutory Biodiversity Metric Training	BNG	Intermediate – Advanced	Online	81
The Importance of Meres and Mosses	A	Beginner - Intermediate	Online	25
Train the Trainer(s) for Ecologists	G	Beginner - Intermediate	In-person	67
Trees for Beginners (Autumn)	A	Beginner	Online	59
Trees for Beginners (Spring)	A	Beginner	Online	32
UK Habitat Classification for Practitioners	A	Intermediate	Online	53
Understanding the Vegetative Key: An Essential Tool for Ecologists for Extending the Survey Season	A	Beginner – Intermediate	In-person	56
Using Bioacoustics for Field Survey	A	Beginner – Intermediate	In-person	20
Using Bioacoustics for Field Survey (Online)	A	Beginner – Intermediate	Online	19
Using the NVC: Plant Communities and Habitats	A	Beginner - Intermediate	Online	66
Using UKHab for Biodiversity Net Gain	A	Intermediate – Advanced	Online	82
Water Vole Ecology and Survey	A	Beginner - Intermediate	Online & In-person	83
Water Vole Live Trapping	A	Intermediate - Advanced	In-person	65
Water Vole Mitigation	A	Intermediate - Advanced	Online	84
Winter Tree ID: Extending the season in Ecological Surveys	A	Beginner - Intermediate	In-person	10
Working with Crayfish: Survey Methods, Ecology, Mitigation, Licensing and Invasive Species	WWC	Beginner – Intermediate	In-person	47

Price bands

1st May 2024 – 31st March 2025

Band	Prices - £			
	Member (Early Bird)	Non-member (Early Bird)	Member (Standard)	Non-member (Standard)
A	121	184	142	205
B	215	362	257	404
C	158	210	179	231
D	205	257	226	278
E	236	289	257	310
F	394	446	415	467
G	173 (CIEEM Trainer) 257	310	173 (CIEEM Trainer) 278	331
BNG Metric	181	275	212	308

* Courses are costed on the basis of delivery costs, which are informed by the delivery model (e.g. in-person vs online), trainer costs, venue costs, level of training, and number of participants. These costs provide a guide but please check course pages on our website for accurate costs as we are sometimes able to subsidise training costs through external funding / sponsorship. For full terms and conditions visit <https://cieem.net/i-am/upcoming-training-and-events/booking-terms-and-conditions/>

Training Courses

Winter



Habitats Regulations Appraisal (HRA) of Plans and Projects (Scotland)

Sue Bell CEcol CEnv FCIEEM

1 day in-person (10:00 – 17:00) Scotland



Key Competency

A2: Habitat regulations Assessment, Appropriate Assessment / Natura Impact Statement



Beginner – Intermediate



6 hours



Winter (November) / Spring (March)



Price band: E

Description

This beginner to intermediate level training will provide a thorough understanding of the overall purpose, process, and methodology of Habitats Regulations Appraisal (HRA), including Appropriate Assessment and the roles of different organisations and individuals in the process.

This course has been designed specifically for anyone working in Scotland, but will also have relevance to those working in other parts of the UK. It is suitable for those charged with conducting HRA or providing information to enable a HRA to be carried out.

The training will follow the approach set out in NatureScot's guidance on HRA. The day is led by Sue Bell with input from NatureScot.

Sessions cover the application of HRA to both projects and plans (e.g. Local Development Plans) including the legislative basis for HRA, and the stages in the assessment process. You will be introduced to key terms and concepts

and receive guidance on the different stages in the process, including how to decide whether an HRA is required, how to identify European sites that might be affected, and how to identify those aspects of a project or plan that require appropriate assessment. Professional tips and hints on compliance and best practice are provided throughout.

The course will be taught via group discussions, exercises, and presentations, and will draw on published guidance and case law.

Winter Tree ID: Extending the season in Ecological Surveys

Mark Duffell

1 day, in-person (10:00 – 17:00) West Midlands



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



6 hours



November



Price band: A

Description

Winter is seen as a time of year when little useful field botany can be done, but that is not the case with deciduous trees and shrubs. They are in many ways easier to identify when the leaves are out of the way. The course starts with an introduction to the key characters used in the identification of deciduous trees and shrubs, using specimens and illustrated talks. We will use the latest winter tree identification guides including John Poland's new 'The Field Key to Winter Twigs' (2019), Bernd Schulz's 'Identification of Trees and Shrubs in winter using Buds and Twigs' (2018), and the FSC 'Guide to the identification of deciduous Broad-leaves trees and Shrubs in Winter'.

Time may then be spent outdoors using these skills to identify the trees and shrubs that we come across (so wrap up warm).

This is a day course aimed at the keen beginner and improver alike, providing an

introduction to winter tree identification. Emphasis will be placed on key characters to distinguish each species from similar looking plants. By the end of the course participants will be able to use a key and will be able to recognise the key characters.

Plants, Relationships and Phytoremediation

Lorna Bointon

2 Online sessions (10:00 to 13:00)



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



November



Price band: A

Description

We will cover different habitats and plant families that can be used within phytoremediation, including for remediating soil enrichment and heavy metals. We will cover mycorrhizal fungi and symbiotic relationships between plant species and their importance for biodiversity. Participants will learn how to identify habitat types and indicator plants and identify plant species that can be used for phytoremediation. We will look at brown sites, pollutants and nutrient enrichment and hyper-accumulators, bioaccumulation and harvesting. Participants will also gain an understanding of the laws surrounding protected species and invasive plants.

Course delivery will comprise an illustrated talk, including recognition of indicator plants. Training will take place remotely via Zoom at a relaxed pace over two half-days.

Otter Survey and Ecology

Adrian Davis MCIEEM

2 day in-person (10:00 – 17:00 both days) Scotland



Key Competency

S1: Habitat / species survey design planning and fieldwork



Beginner



12 hours



November / December



Price band: B

Description

This two day training course will provide an introduction to otter behaviour and ecology with scientific research papers and actual site visits.

Delegates will learn to identify the characteristics of main habitats during the winter months and plan surveys for the following summer season. This will involve excursions (weather permitting) to a range of otter habitats. Methods of appraisal for ecological habitat assessment in relation to otter and appropriate land management is discussed and debated.

Adrian Davis leads the course and has been involved in otter conservation for over 20 years. This has involved large scale surveys of The River Tay and many sites in Perthshire

and the Highlands to protect key populations from threats. Recent work has involved study on otter holts in river and woodland habitat in Perthshire and the legal implications of development including mitigation strategies.

Invasive Species Identification and Management

Nicola Morris

2 online sessions (10 :00 – 13 :00 each day)



Key Competency

M3: Implementation of habitat and / or species management activities



Beginner – Intermediate



6 hours



January



Price band: A

Description

Invasive non-native species are an increasing problem and can often cause significant changes to habitats, delays to development schemes, impact on the economy, and in some cases cause human health issues.

This course aims to help you:

- identify INNS
- understand the impacts they have
- learn the main management techniques and how they can be implemented
- find out how to implement effective reporting protocols
- who to go to for further advice and information

The course will be delivered online through workshop style sessions. You will attend presentations involving case study examples

with opportunities for you to talk about their own experiences of working with INNS. Q&A sessions will provide plenty of opportunities to explore the topics further.

This training aims to enable those working in the ecology or conservation sector to understand how INNS can impact on their work and how they can overcome the issues they present. Students may find the sessions valuable as additional learning to support their studies and land managers may not only find the sessions informative but able to provide problem questions which could be answered as part of the case study sessions.

Introduction to Construction

Michael Oxford FCIEEM

2 online sessions
(Day 1 14:00 – 17:00 & Day 2 10:00 – 13:00)



Key Competency

PRM1: Managing and evaluating projects



Beginner – Intermediate



6 hours



January



Price band: A

Description

This course aims to provide an overview of how construction activities are planned, organised and undertaken and the various resources, equipment, and materials involved.

This one-day course has been created for those working as an Ecological Clerk of Works (ECoW) during construction and ecological contracting. A key requirement of an ECoW role is that they understand the wider construction context in which they carry out ecological works.

The course will cover:

- The common organisations, roles and personnel typically found on construction sites.
- The planning, organisation and documentation found in common construction and related contracting operations.

- The common types and uses of material and equipment employed in construction.
- The typical working areas and types of contracting activities encountered on site during various phases of construction.

Introduction to Nature Conservation Legislation in the UK (Wales)

Dr Alina Congreve
& Professor Anthony Gallagher

2 online sessions (10:00 – 13:00 both days)



Key Competency

P3: Advising on requirements of environmental (and relevant other) policy, legislation and standards



Beginner



6 hours



January



Price band: C

Description

This is a dynamic period for UK conservation law and policy with a number of key developments currently underway which have significant implications for our day-to-day work. In order to understand the changing landscape, this course provides an introductory level review of nature conservation legislation, looking at how the current framework translates to practical actions, and considering how effective it is in achieving its aims. Whilst taking a UK perspective, this particular course focuses specifically on Wales.

Participants on the course will develop a strong practical understanding of the system of nature conservation governance in Wales, and how the new laws and policies impact our work on the ground.

The course will provide six hours of online learning that will endeavour to draw on the knowledge held within each cohort through

'real-world' decision-making based on the use of specific case studies. Supporting materials will be provided beforehand, and resources to take away afterwards. These include a glossary created specifically for attendees. The session will be participatory, and participants will work through a live case study which will help bring the 'dry' legal and policy context to life. The case study will provide opportunities to explore how a wide range of conservation laws and policies work in practice including: terrestrial and marine SSSIs; protected species legislation; national park protection; new buffers for protected areas; and sites of local importance for nature conservation.

There will be plenty of opportunities for debate and for participants to share experiences and ask questions related to their work.

Preliminary Ecological Appraisal

Mike Dean CEcol CEnv FCIEEM

2 Online sessions (09:30 to 13:00)



Key Competency

A1 Strategic Environmental Assessment



Beginner – Intermediate



6 hours



January, November



Price band: A

Description

This training course will provide delegates with an introduction to the process of Preliminary Ecological Appraisal (PEA).

The course will cover:

- The purpose of PEAs
- How to undertake an effective desk study
- Setting the appropriate scope for a field survey to inform a PEA
- The appropriate use of reference sources

- Dealing with limitations
- Making recommendations
- A brief introduction to writing PEA Reports (note that this is covered in more detail in the 'Ecological Report Writing' course).

Pine Marten and Wildcat Ecology and Survey

Adrian Davis MCIEEM

2 day in-person (9.30 – 16:30) Scotland



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



12 hours



February



Price band: B

Description

This two day training course aims to raise awareness about two Scottish predators, pine martens and wildcats. The content will: outline and refresh field techniques for their identification, ecology, behaviour and habitat preferences; improve understanding of the legal status of protected species with regard to their conservation; highlight key issues relating to pine martens / wildcats and habitat management.

The course commences with an introduction to wildcats and pine martens with presentations of previous surveys. Survey methodologies are elaborated, and feedback of sightings and footage (camera and video images) given to enhance students' knowledge. Images of cats will be analysed and compared.

Red Squirrel Ecology and Surveys

Adrian Davis MCIEEM

2 day, In-person training, Scotland



Key Competency

S1 Habitat / species survey design, planning and fieldwork



Beginner – Intermediate



12 hours



February



Price band: B

Description

This two day training course will provide an introduction to red squirrel behaviour and ecology with scientific research papers and actual site visits to see and witness red squirrel behaviour and ecology. Delegates will learn to identify the characteristics of main habitats during the winter months and plan surveys for the following summer season. This will involve excursions (weather permitting) to a range of red squirrel habitats. Methods of

appraisal for ecological habitat assessment in relation to red squirrels and appropriate land management is discussed and debated.

Using Bioacoustics for Field Survey (Online)

Dr Carlos Abrahams FCIEEM

1 day online (10:00 – 16:00)



Key Competency

S1 Habitat / species survey design, planning and fieldwork



Beginner – Intermediate



6 hours



February



Price band: A

Description

This online course will cover the use of acoustic recording for a range of species groups that produce sounds in the audible range, such as birds, amphibians, invertebrates, and mixed animal communities (ultrasonic recording for bats will be mentioned but not covered extensively). The training will introduce and explain a range of hardware, software, and methodological approaches, that will allow attendees to understand how they might be able to use bioacoustics within their own practice. The training will cover recent guidance on bird acoustic survey, and ecoacoustic monitoring in both terrestrial habitats and freshwater. Delegates should come away with a good understanding of recording principles and approaches for the analysis of sound data – and how this can be used to generate valuable ecological information.

The training will be delivered by lectures and hands-on data analysis workshops using Kaleidoscope Pro and Audacity software. This will allow attendees to manipulate and analyse sound recordings on the day.

The online course is followed the next day by an in-person event, focussing on developing skills in using recording hardware, and the practical implementation of bioacoustics studies.

Using Bioacoustics for Field Survey

Dr Carlos Abrahams FCIEEM

1 day, in-person (9:00 – 16:00) East Midlands

 Carlos Abrahams, Baker Consultants



Key Competency

A2: Habitat regulations Assessment, Appropriate Assessment / Natura Impact Statement



Beginner – Intermediate



6 hours



February



Price band: A

Description

This in-person course is intended for those delegates who have attended the previous day's online training course, or who have equivalent theoretical knowledge. The intention is to build upon this desk-based background, and provide a hands-on day where a wide range of acoustic hardware can be demonstrated and used, and survey methods employed in the field. The training will allow delegates to program automated units, adjust settings in a range of handheld devices, and gain practical skills in implementing the fieldwork requirements of an ecoacoustic study. This fieldwork will include above-ground, freshwater, and soil recording using several different types of microphones and recorders.

The course will enable delegates to set up and run the hardware according to recent guidance on bird acoustic surveys, and ecoacoustic monitoring in both terrestrial habitats and freshwater. Delegates will also be able to practise downloading, archiving, manipulating, and analysing sound data to generate ecological insights.

Training Courses

SPRING



Indicator Plants, Relationships, and Habitats - Beginners

Lorna Bointon

2 online sessions (10 :00 – 13 :00 each day)



Key Competency

S2: Species identification, handling and population assessment



Beginner



6 hours



Spring (and Autumn)



Price band: A

Description

Key areas to be covered are recognition of indicator plants, identification of different habitat types, and understanding the relationships that exist between plants and fungi. Participants will learn how to identify habitat types and indicator plants and understand the role of botany within the ecosystem. Some plants will only grow in specific habitats, such as acid or basic soils, or within wet or dry conditions. We will explore different habitat types, such as calcareous limestone, acid heathland, moorland and bogs, neutral grassland, woodland, and the marine environment. We will cover different indicator plants e.g. plants that indicate soil or habitat conditions. We will explore Ellenberg Indicator Values and how these help to give an overall view of what each plant species needs in which to grow best. We will look at how plants grow and how they reproduce. We will cover mycorrhizal fungi and symbiotic relationships between plant species and their importance for biodiversity, and phytoremediation

(of heavy metals and over-enrichment). Participants will also gain an understanding of the laws surrounding protected species and invasive plants.

This training is relevant to ecologists, conservation managers, and biodiversity officers to understand the complex relationships and connections that exist within botany and to identify plants for their remedial potential. This course is suitable for beginners and will help professional ecologists or those just starting out to understand how plants grow, the specific habitats and conditions some plant species require and to recognise 'indicator plant species'.

Intermediate QGIS for Ecologists and Environmental Practitioners (Ireland)

Dr George Smith CEcol MCIEEM

2 day in-person (10:00 – 17:00) Ireland



Key Competency

IM2: Information Technology



Intermediate



12 hours



Spring



Price band: B

Description

This intermediate level event focuses on using QGIS as a tool for data analysis and producing more complex maps accurately and efficiently. The course offers ideal progression from our entry level QGIS training and includes some pre-event work to help ensure all delegates have a similar level of QGIS knowledge prior to attendance.

Sessions will explore how to quickly and efficiently digitise complex maps and how to correct digitising errors using a range of QGIS tools and plugins. Users will be shown how to georeference scanned maps for use in QGIS and how to download Open Street Maps so they can use their own maps to create backdrops for their project.

Much of the event focuses on using QGIS as a tool for data analysis, including querying data to create subsets of features from layers and analysing spatial relationships between features. For example, we show how buffering and nearest neighbour analysis can be used to establish how far a bat roost is from key features in the landscape.

The event is suitable for anyone who is proficient at basic map production (e.g. habitat maps) and wishes to use QGIS for more advanced tasks such as producing complex maps and for analysing environmental data. The training consolidates and builds on many of the topics introduced in our entry level QGIS training. Ideally delegates will have attended an introductory course and should be familiar with all basic functions including loading vector and raster data, basic symbology including categorizing data, basic point, line and polygon digitising, and using the Print Composer / Print Layout to create maps.

The event will combine demonstration with exercises to consolidate learning after every session. There will be some pre-event work to help to ensure all delegates have a similar level of QGIS knowledge prior to attendance.

Delegates should bring their own laptop pre-loaded with QGIS and relevant plug ins. Further details will be provided prior to the training.

Introduction to Nature Conservation Legislation in the UK (England)

Dr Alina Congreve
& Professor Anthony Gallagher

2 online sessions (10:00 – 13:00 both days)



Key Competency

P3: Advising on requirements of environmental (and relevant other) policy, legislation and standards



Beginner



6 hours



Spring (and Autumn)



Price band: C

Description

The policy and legislative environment in England is constantly changing, keep up to date with this training course.

The Environment Act in 2021 is the most significant policy change in 25 years. It provided a framework, and to put the Act into practice we are now seeing many new guidance documents, changes to regulations and further consultations. This course helps participants navigate a period of rapid change, providing a clear review of current law and policy, and signposts to the future direction. It enables participants to reflect on how these large scale shifts in national policy translate to change on the ground. Conservation policy has multiple ambitions to halt species decline, deliver benefits for people, and compliment policy action on climate change. The course will review and debate how effective the current and proposed framework is in achieving multiple aims. Whilst taking a UK perspective, this particular course focuses specifically on England.

By the end of the course, participants will have developed a strong practical understanding of the system of nature conservation governance in England. They will be familiar with the key environmental designations at a local, national, and international scale. They will understand the overlapping roles of

the key statutory agencies, including the new Office for Environmental Protection. Participants will also engage with the current and changing regulations for protected species, including District Level Licences.

Participants will work through a live case study which will help bring the 'dry' legal and policy context to life. The case study has been selected because it covers many of the issues practicing ecologists will encounter in their work. It includes impacts on: terrestrial and marine SSSIs; protected species; national parks; and sites of local importance for nature conservation. Between the two online sessions, participants are provided with activities, including video clips and sections of an ecological appraisal. To get the most from the course, participants are advised to do about two hours guided work on the case study between sessions one and two.

The course provides six hours of learning, designed around two interactive online sessions that draws on the knowledge held within each cohort. Using polling, chat, online whiteboards and breakout groups, we facilitate sessions that are highly interactive. There will be plenty of opportunities for debate and for participants to share experiences and ask questions related to their work. Supporting materials are provided beforehand, including a glossary of technical terms prepared specifically for this course.

The Importance of Meres and Mosses

Lorna Bointon

2 Online Sessions (10:00 to 13:00)



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



6 hours



April



Price band: A

Description

This course will cover identification of different types of peatland (e.g. bog, mire, fen) and recognition of bog habitats (e.g. raised, blanket, quaking etc). Participants will also learn about peat formation and edge habitats (e.g. lagg) and the positive and negative indicators that help inform management techniques. Participants will understand the environmental importance of mosses and meres (e.g. in terms of flooding, water quality, carbon sequestration) along with the importance of meres and mosses as wildlife corridors or 'stepping stones'.

We will look at case studies identifying existing and historical wetland projects. Participants

will learn about Sphagnum moss species taxonomy and classification and other bog specialist species. We will also cover designations and protected status (including NIAs, RAMSAR, IPAs, Priority Species and SSSIs), rare species, invasive species and threats.

Otter Ecology and Surveys

Mike Dean CEcol CEnv FCIEEM

1 day in-person (09:30 – 17:00) Sout West England



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



Spring / Summer



Price band: A

Description

A one-day introductory course on otters, including a field visit and lectures.

The course will cover relevant aspects of the background ecology of otters, focusing on the use of resting sites, field survey techniques, legislation and licensing for surveys. The field visit will allow those attending to put the theory into practice.

Biosecurity: With delegates attending this training from many parts of the country the potential to spread Invasive Non Native Species is considerable. Before attending this training, please ensure you have cleaned, checked and dried all equipment (including footwear) and ensure all appropriate biosecurity measures are taken.

The field visit will allow those attending to put the theory into practice, searching for

and identifying field signs of otters in different types of habitat.

This course is aimed at beginners and those with some previous experience (intermediate level).

Ground Water Dependent Terrestrial Ecosystems

Adrian Davis MCIEEM

2 day in-person (09:30 – 16:30) Scotland



Key Competency

S1: Habitat / species survey, design, planning and fieldwork



Intermediate



12 hours



March



Price band: B

Description

Ground Water Dependent Terrestrial Ecosystems (GWDTE) are a range of habitats influenced by ground water. GWDTE are wetlands which critically depend on groundwater flows and / or chemistries. As part of the assessment of groundwater status, we are required to assess if a GWDTE has been significantly damaged and if the pressure causing this damage has been transmitted via a groundwater body.

This course aims to look at the ecological requirements different habitats and species have in relation to ground water hydrology, chemistry and geology. It will also examine the factors to be studied to understand the complexity of these systems.

Phase 1 Habitat Survey

Adrian Davis MCIEEM

2 day in-person (9.30 – 17:00) Scotland



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



12 hours



March / April



Price band: B

Description

This course is aimed at consultants, botanists, and ecologists involved in the conservation, surveying and classification of habitats in Scotland.

The two days of training provide an introduction to vegetation identification to identify the characteristics of main Phase1 habitats during the winter months and plan surveys for the following summer season. This

will involve excursions (weather permitting) to a range of habitats within the JNCC Phase 1 habitat survey system. Methods or appraisal for ecological habitat assessment in relation to land-management is discussed and debated.

Plant Identification

Adrian Davis MCIEEM

1 day in-person (9.30 – 16:30) Scotland



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



April



Price band: A

Description

This training course is part lecture / group discussion, and part field observation and will cover the following:

- Understanding Scottish habitats and species
- Identification, vascular plant characteristics
- Key species and methods
- Use of plant ID keys
- Ecological requirements
- Habitats and species
- Plant ecological requirements
- Different vegetation types and key species
- Topography, common species and habitats

- Plant identification and species indicators for habitats

Afternoon: field excursion - Plant indicators for habitat identification

This is likely to include a few of the most common but also most interesting species and their habitats in the areas visited. We will focus on common species and plants associated with these communities. As well as incidental observation and awareness for other species e.g. introduced species.

Introduction to Habitat Survey and Mapping (Ireland)

Dr George Smith CEcol MCIEEM

1 day in-person (10:00 – 17:00) Ireland



Key Competency

S3: Habitat identification and evaluation



Beginner



6 hours



April



Price band: A

Description

This course will provide an introduction to habitat survey and mapping. Habitat surveying is a fundamental method of gathering information about the ecology of a site. It is a main focus of Preliminary Ecological Appraisal and a basic requirement of Ecological Impact Assessment. Habitat mapping provides important baseline information for managing and monitoring ecosystems or species and also for ecological research.

The Heritage Council's Best Practice Guidance for Habitat Survey and Mapping will form the foundation for the course. We will begin with an indoor session that will cover habitat survey objectives and how these influence survey planning, preparation, and the data to be gathered. The two main habitat classification schemes used in Ireland; A Guide to Habitats in Ireland (Fossitt, 2000) and the Habitats Directive types, will be reviewed. We will learn about the importance of conducting a desk study and some of the sources of

habitat information that are available. We will discuss approaches to surveying habitats in the field and how to use the data gathered to prepare informative habitat maps and reports that address our survey objectives. In the afternoon, we will go out into the field to gain some practical experience in habitat surveying.

QField for Biodiversity Net Gain

Paul Losse

3 Online sessions (10:00 to 13:00)



Key Competency

IM2 Information Technology



Intermediate



9 hours



April



Price band: A (plus evening session)

Description

This event explores ways in which the standard QGIS BNG template can be used to capture habitat data in the field using QField, an open source mobile GIS mapper. The application allows for efficient electronic data capture in the field and can be used for habitat mapping as well as capturing species information. We cover the key advantages of capturing habitat and species data electronically as well as considering equipment options.

The first part of the event focuses on setting up projects in QGIS for transfer to QField, including the use of the QField Sync plugin. We demonstrate how to prepare basemaps, set up species dropdown lists, configure QField to take photographs and transfer projects to a mobile device for use in the field. We then look at QField functionality on a mobile device (android 'phone or tablet), firstly indoors and then in the field. Field work will include capturing point, line and polygon data

as well as editing data in the field. Finally, we will cover the transfer of field data back into a QGIS project.

To attend the event, you **MUST** be a proficient QGIS user but prior experience of QField is not necessary. Familiarity with the QGIS BNG template is desirable. The event will combine demonstration with exercises to consolidate learning. There will also be an outdoor session during which delegates can capture real data in the field. IT equipment, including a PC or Mac (desktop or laptop) pre-loaded with QGIS and a smart phone or tablet running the Android operating system (version 5 or above) will be needed. The use of Apple mobile devices is not supported on this course. Please note, that there is no need for anyone to attend who has already attended the standard QField course.

Trees for Beginners (Spring)

Lorna Bointon

2 online sessions (10:00 – 13:00)



Key Competency

S2 Species identification, handling and population assessment



Beginner



6 hours



Spring (April)



Price band: A

Description

This training is relevant to ecologists, conservation managers, and biodiversity officers to understand the importance of trees within the ecosystem and the complex relationships and connections that exist within woodland habitats. This course is suitable for beginners and will help professional ecologists or those just starting out to identify tree species, understand the threats that face trees, the specific habitats and conditions some trees species require, and to recognise their importance in supporting biodiversity and for carbon capture and climate regulation.

Key areas to be covered are recognition and identification of common tree species, and the different habitats in which they grow best. The course will also cover the relationships that exist between trees and other organisms, such as soil bacteria and fungi. We will look

at how trees grow and how they reproduce. We will cover epiphytes, mycorrhizal fungi and symbiotic relationships between tree species and their importance for biodiversity. Participants will also gain an understanding of the laws surrounding trees.

Introduction to National Vegetation Classification

Adrian Davis MCIEEM

2 day in-person (10:00 – 16:30 both days) Scotland



Key Competency

S3: Habitat identification and evaluation



Beginner – Intermediate



12 hours



April / May



Price band: B

Description

Day 1 will include lectures, group discussion, field observation and an excursion covering plant indicators for habitat identification. We will focus on understanding Scottish habitats and ecological requirements and cover:

- Background to NVC
- Keys to identification of woodlands, mires, heaths, and grasslands
- Key methods for quadrats
- Survey techniques and interpretation of quadrat data
- Different vegetation types and key species
- Topography, common species, and habitats
- Plant identification and species indicators for vegetation communities

Day 2 is a workshop and field day covering key methods for data collation (quadrats), key plants and vegetation communities.

This is likely to include some of the most common but also most interesting plants and communities

in the areas visited. We will focus on major plant characteristics and differences for major plant groups including vascular plants, common rushes, and sedges. There will also be some incidental observation and awareness for other species e.g. introduced species.

Lectures, group discussion, and field observation are used to develop understanding of Scottish species and habitats, including:

- Plant characteristics and relationship to vegetation communities
- NVC identification keys
- Key species and associations
- Quadrat methods and analysis of data, floristic tables
- Data tables and interpretation

This is likely to include a few of the most common vegetation communities but also most interesting species and their habitats in the areas visited. We will focus on common species and plants associated with these communities. Incidental observation and awareness for other species e.g. introduced species.

Ancient Woodland Indicators and Other Woodland Flora

Mark Duffell

In-person (Shropshire)



Key Competency

S2: Species Identification, handling, and population assessment



Beginner – Intermediate



6 hours



May



Price band: A

Description

Woodlands are an important UK habitat and being able to accurately identify Ancient Woodland Indicator species (AWIs) can aid in establishing the conservation value and significance of these habitats.

The field visit allows you to appreciate the importance of AWIs in situ, see the niches they occupy, and understand some of the challenges you may come across when identifying them. Several AWIs have look-a-like species which can be generalists, garden escapees or even invasives (e.g. wood spurge and yellow archangel). Knowing which one is which could dramatically alter the ecological value of a site.

Time will be spent identifying individual species and understanding their role in the woodland. A range of resources will be used to make identifications from floral / vegetative keys, comparison tables, and identification guides.

This is a one-day course aimed at the keen beginner and improver alike, providing an introduction to woodland plant identification. By the end of the course you will be able to distinguish the major groups of woodland plants and recognise the key characters of those they cannot identify. You will also be aware of the different books available to make a successful identification.

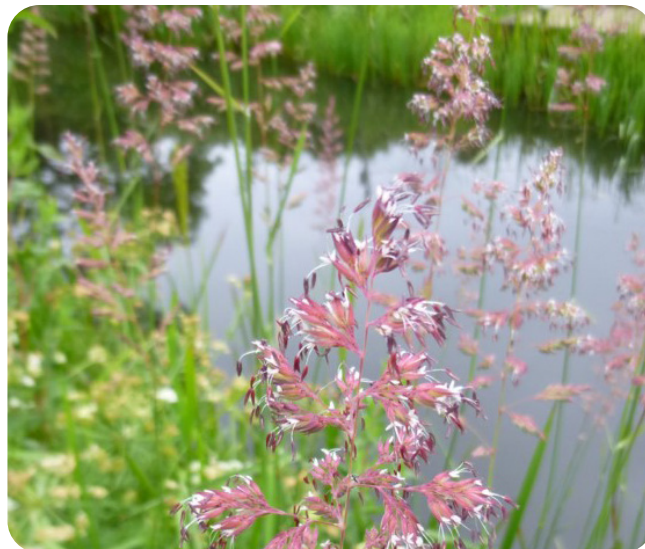
Grass

Identification for Ecologists

Mark Duffell

1 day in-person (10:00 – 17:00) West Midlands

 Mark Duffell, Arvensis Ecology



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



May / June



Price band: A

Description

Grasses (along with Sedges and Rushes) form the foundation for many of the UK's plant communities. They are extremely useful botanically as they can tell you much about a site's ecology, both past, present and in the future. Being able to reliably identify which species you have found can aid your identification and classification of plant communities (Phase 1, NVC and UK Hab), as well as aid in conservation decisions for a site.

Unfortunately, grasses do not have large obvious 'flowery' bits so many people are put off attempting to identify them. By observing those characters which help identify each species we will be able to understand why a species is what it is; in time we will also learn short-cuts as to how to recognise individual species. The course will cover what a grass is, structures, identification techniques, use of keys, and what habitats the individual species

occur in. Use of microscopes in the classroom will back up those characters that we have looked at in the field using hand lenses. Given the short course duration, we will concentrate on the commoner and more important members of this family and focus mainly on floral rather than vegetative characters.

FISC Levels 2 and above.

Grass Identification and Grassland Ecology for Habitat Surveyors

Paul Losse MCIEEM

4 online sessions (09:00 – 12:00 each day)



Key Competency

S2: Species identification, handling and population assessment



Beginner



12 hours



May / June



Price band: B

Description

This is an intensive 'kick-start' course for the complete novice covering the key 'must know' species of grass. We concentrate on the top 10 grass indicator species relevant to the Phase 1 and UK Habitat Classification survey methods. We also cover the differences between grasses, sedges and rushes. Much of the course focuses on vegetative grass identification - the easiest way to start with grasses.

The event is for beginners and no prior knowledge is required although an awareness of the Phase One Habitat Survey and UK Habitat Classification methods is desirable.

Uniquely, delegates will be sent specimens in advance of the course for keying out during the event. Complementary copies of the FSC guide *Grasses: A guide to identification using vegetative characters and hand lenses* will be provided.

The course will also cover classifying grasslands using both the Phase 1 and UK Habitat Classification methods.

We will also look at carrying out grassland condition assessments using the Natural England Statutory Biodiversity Metric method.

The event will be delivered by a combination of presentation, identification exercises, and quizzes.

Training Courses

SUMMER



Hazel Dormouse: Handling and Survey Methods

Hazel Ryan MCIEEM

1 day in-person (10:00 – 17:00) South East England



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



Summer



Price band: A

Description

This one-day course provides a basic introduction to dormouse ecology, with more detailed information on survey and handling techniques. The training includes practical sessions on dormouse handling and nibbled nut identification.

A practical handling session will allow you to check nest boxes in Wildwood's captive enclosures and to handle, sex, and weigh adult dormice. There may also be the opportunity to observe or handle baby or juvenile dormice depending on time of year and breeding success.

Habitat Survey and Mapping

Paul Losse MCIEEM

2 day in-person (10:00 – 17:00) Worcester



Key Competency

S3: Habitat identification and evaluation



Beginner – Intermediate



12 hours



Summer



Price band: B

Description

The course is an introduction to the main principles of habitat surveying and assumes no prior knowledge.

This course is aimed at those who have not carried out surveys such as Phase One and UK Habitat Classification (UKHab). A basic level of plant identification skill is assumed because you cannot expect to carry out a survey of habitats (i.e. vegetation) without this, but informal help with plant identification is given throughout.

The first morning will include an overview of the main survey methods with a focus on the Phase One habitat survey, and how to prepare for a survey. There will be a short outdoor session in the afternoon. The main field session is on Day 2, after which we will look at mapping protocols.

On Day 2, we will carry out a field exercise in identifying and mapping habitats in the field. We will then look at the UKHab survey in

the afternoon. Please note that other CIEEM events cover this method in a lot more detail. This will just be an overview.

Finally, we will consider good practice in reporting and presenting your results.

Please note this course is about the method and not how to identify plants. Hopefully a few people will know a few species. However, we will be covering a few indicator plants.

We will not cover species I.D. or protected species risk assessments.

Why doesn't this course include protected species scoping? Species scoping is a separate skill to habitat surveying / mapping, in which you are looking for field signs of certain animal groups. This course is on the habitat element. You can learn to survey for the field signs of protected species by going on courses for each species group. There are CIEEM courses on Preliminary Ecological Appraisal which give an overview of the whole process of site assessment.

Beaver Ecology and Field Sign Identification

Roisin Campbell-Palmer

In-person South West England



Key Competency

S1 Habitat / Species survey design, planning and fieldwork.



Intermediate



1 day



Summer onwards



Price band: A

Description

This course will aim to provide a good understanding of Beavers as a species in the UK including their ecology, habitat requirements, field signs and current status and protection. The below will be covered in the course content:

- Introduction to the species
- General biology and behaviours
- General ecology and habitat requirements
- Detail range of field signs – foraging, shelter, habitat modifications
- Group work on field sign identification
- Field sign misidentification
- Legal status of beavers and level of protection
- Beaver licensing and when required

***Please note that this course is an introductory course for:

a) People wishing to undertake beaver surveys and impact assessments to inform development, planning controls and licensing. Dates and locations for the follow-up course “Beavers and Development: Survey, impact assessment and mitigation” will be confirmed soon, please keep an eye on the Training and Events page

b) People wishing to register for the Natural England’s Beaver Management Class Licences CL51 and CL52. Evidence of completing the following course will also be required to qualify for registration: “Beaver Survey Methods and Management” ***

Who Should Attend?

This course is open to all with a general interest in this species and practitioners and those seeking to apply for a NE licence.

Learning Outcomes

- Describe beaver ecology and behaviours.
- Recognise beaver habitat requirements.
- Identify and age a range of beaver field signs and interpret habitat use.
- Know the current protection status and when a licence may be required.

Beaver Survey Methods and Mitigation

Roisin Campbell-Palmer

In person South West England



Key Competency

S1 Habitat / Species survey design, planning and fieldwork.



Intermediate



1 day



Summer onwards



Price band: A

Description

This course aims to build on previous knowledge of beavers in the UK and be able to find, identify and assess their field signs and impacts through a range of monitoring methods. In addition, feel confident with current beaver management techniques and associated licensing. This course will cover:

- Protected status of beavers (England/ Scotland) [what legislation applies, what constitutes an offence, compliance]
- Range of monitoring techniques, when to use and data collection
- Focus on field signs and their interpretation
- Field sign survey data collection platforms
- Assessing beaver impacts, subjective and real impacts
- Impact scenarios across varying land-use / sectors
- The beaver management hierarchy
- Beaver management without a licence
- Tree protection
- Managing dams without licence
- Managing inactive burrows without a licence
- Licensable management measures
- When you need a licence and how to register
- Managing mature dams and application of mitigation techniques

- Managing burrows and lodges and food caches
- Beaver rescue
- Monitoring and reporting
- Preventative management / managing land for beavers

Please note that this course is for those working in this sector / professional ecologists who must first have completed the Beaver Ecology and Field Sign Identification course (or one of the Natural England CL50 or CL51 courses)

Who should attend?

This course is open to those with some species knowledge / attended beaver ecology and field sign identification course, practitioners and those seeking to apply for a NE licence.

Learning Outcomes

- Interpret field signs and assess beaver impacts across a range of scenarios
- Understand a range of monitoring methods and when surveys might be required
- Identify and prioritise potential conflicts
- Outline a range of management techniques, how they can be applied and when a licence would be required
- Qualify to register in England for Beaver Management Class Licences CL51 and/or CL52.

Bat Ecology and Survey

Emma Boston

In-person (Ireland)



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



6 hours



June



Price band: A

Description

The course will introduce bat legislation, ecology, and identification. It will provide an overview of the bat survey types and requirements following the latest good practice guidance, through presentations, demonstrations, case studies, and a site visit to known bat roosts.

The course aims to inform those who are new to professional bat survey work, as well as those who have some previous experience but would like to learn more about the various survey techniques.

Bat Impacts and Mitigation

Emma Boston

In-person (Ireland)



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



6 hours



June



Price band: A

Description

This one-day course delivered by Emma Boston will introduce bat impact assessments and demonstrate how to assess impact for various development types, including residential developments, roads or other large infrastructure projects, and wind farms.

Delegates will explore the measures currently available to mitigate the impact of development in line with current legislation, using presentations, question and answer sessions, and case studies of bat mitigation and enhancements appropriate for a variety of bat species.

Introduction to Fern Identification

Neil Talbot ACIEEM

1 day in-person (10:00 – 16:30) South west England



Key Competency

S2: Species identification, handling and population assessment



Beginner



6 hours



June



Price band: A

Description

The course will focus on identifying native fern species using key features such as fronds, spores, structure, and habitat. It will also outline indicator fern species of ancient woodlands. Three or four wall ferns that may not be present in the woodland site will also be supplied.

The course is for beginners who have some prior knowledge and understanding of plants including ferns - you will be asked about your level of knowledge at the beginning of the course.

National Vegetation Classification Grasslands

Adrian Davis MCIEEM

2 day in-person (09:00 – 16:30) Scotland



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



12 hours



June



Price band: B

Description

Day 1 (09.30-16.30) will include lectures, group discussion, field observation and an excursion to help develop an understanding of Scottish habitats, ecological requirements, and plant indicators for habitat identification. We will cover:

- Background to NVC grasslands
- Keys to identification of grasslands
- Key methods for quadrats
- Survey techniques and interpretation of quadrat data
- Different vegetation types and key species
- Topography, common species and habitats
- Plant identification and species indicators for vegetation communities

Day 2 (09.00-16.00) is a workshop and field day covering key methods for data collation (quadrats), key plants and vegetation communities.

This is likely to include a few of the most common but also most interesting plants and communities in the grasslands visited. We will focus on major plant characteristics, differences for major plant groups

including vascular plants, common rushes, sedges and some bryophytes of grasslands. Incidental observation and awareness for other species e.g. introduced species.

Field observation

Understanding Scottish species and habitats,

- Plant characteristics and relationship to grassland vegetation communities
- NVC identification keys
- Key species and associations
- Quadrat methods and analysis of data, floristic tables
- Data tables and interpretation

Conclusion and summary

This is likely to include a few of the most common vegetation communities but also most interesting species and their habitats in the areas visited.

We will focus on common species and plants associated with these communities. There may also be some incidental observation and awareness for other species e.g. introduced species.

Plant Identification for Ecologists

Mark Duffell

1 day in-person (10:00 – 17:00) West Midlands



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



June



Price band: A

Description

Have you ever struggled to identify a plant, not sure where to begin? Put off by the thought of using 'Stace' or other floras? Then this is the course for you; an introduction to learning how to identify plants using a variety of resources including keys.

Starting with an introduction to the basic botanical structures and terminology, we will then concentrate on the key features for a range of wildflowers. Detailed study will be made of individual species and their particular characteristics and how they fit into their families. During this course you will have the opportunity to practice your plant identification skills using a range of identification resources, particularly Stace's New Flora (3rd / 4th editions).

By the end of the course, you will be familiar with a wide range of botanical terminology and be able to start to place a variety of plants into families. FISC Level 1 and above.

Working with Crayfish: Survey Methods, Ecology, Mitigation, Licensing and Invasive Species

Paul Bradley MCIEEM

3 Sessions across 3 days, in-person (Sessions between 9:00 – 21:00) Yorkshire and Humber



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



12 hours



July



Price band: WWC

Description

White-clawed crayfish are rapidly disappearing throughout much of the country. This is partly due to the spread of American Signal Crayfish and the plague it carries; the wider ecological and economic impacts are also becoming increasingly apparent.

This popular course, now in its 21st year, provides a field-based introduction to a range of fieldwork with crayfish, in the marvellous setting of the Yorkshire Dales. An authoritative and practical review of crayfish ecology and field methods is presented, including both standing and flowing water sites.

The content of this training event will contribute towards the development of competencies for survey of white-clawed crayfish, as set out in CIEEM guidance.

Badger Ecology & Surveys

David Denman

In-person (Lincoln)



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



6 hours



July



Price band: A

Description

This one-day training event (the first day of two days of badger training) provides a comprehensive introduction to badger ecology and surveys. The training will be delivered in three sessions and includes

an overview of badger ecology, relevant legislation, survey planning and techniques, field signs (including sett identification), and writing badger reports. The course includes a visit to a main sett to find badger field signs.

Badger Impacts and Mitigation

David Denman

In-person (Lincoln)



Key Competency

S1: Habitat / Species survey design, planning and fieldwork



Beginner – Intermediate



6 hours



July



Price band: A

Description

This one-day training event (the second day of two days of badger training) provides a comprehensive introduction to assessing impacts on badgers, mitigation options, licence application preparation, and procedures and implementation of mitigation measures.

Heathland plants identification: for botanical surveying and habitat

Mark Duffell

1 day in-person (10:00 – 17:00) West Midlands



Key Competency

S2: Species identification, handling, and population assessment



Beginner – Intermediate



6 hours



July



Price band: A

Description

Heathlands occur across the British Isles, from sea level to mountainous regions. They vary due to their hydrology and geology, from wet to dry heaths, mires, and bogs, and being able to classify them properly relies on accurate identifications of the species they contain.

Being able to quickly recognise key species e.g., some members of the heather family, will enable you to assess the wetness of the site and designate it as dry / wet heath.

We will concentrate on the key species indicators for Phase 1, UK Hab, and NVC classifications for wet and dry heaths as well as some of the members of the bog / mire communities.

Starting with members of the heather family (including heathers, cranberry, cowberry and bilberry), we will learn how to identify them correctly and distinguish them from each other. Time will be spent squelching through a wet flush (so bring wellies or stout boots),

looking at the gems that are bog asphodel, marsh violet, marsh speedwell and sundews. We will also look at sedges, cottongrass and true grasses, all plants that make up part of the heathland. Hopefully a peculiar member of the fern family will also make a showing on the day.

This is a day course aimed at the keen beginner and improver alike, providing an introduction to heathland plant identification.

Identification of Grasses, Sedges and Rushes

Ben Averis

1 day in-person (10:00 – 16:00) Scotland



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



July



Price band: A

Description

This one-day beginner to intermediate level training course delivered by Ben Averis will equip delegates with the skills to identify common grasses, sedges, and rushes.

The training course will include some classroom based teaching to introduce and explain the plan for the day. The majority of the day will then be spent in the field looking at the identification (habitats, ecology etc.) of the grass, sedge, and rush species that are present.

There will be a question and answer session at end of day, though questions will also be welcome throughout the day.

Ben has over 35 years of experience of professional botanical survey and monitoring work in a wide range of habitats in Britain for a wide range of clients including government agencies, conservation charities, and ecological consultancies.

Indicator Plants of Woodland, Wetland, Heath, and Acid Grassland

Ben Averis

1 day in-person (10:00 – 16:00) Scotland



Key Competency

S3: Habitat identification and evaluation



Beginner – Intermediate



6 hours



July



Price band: A

Description

This one-day beginner to intermediate level training course delivered by Ben Averis will equip delegates with the skills to be able to recognise which plant species are good indicators of various types of woodland, wetland, heath, and acid grassland.

The majority of the day will be field based walking through the site looking at different kinds of woodland, wetland, heath, and acid grassland, noting the important indicator species within them and discussing what those species tell us about the habitat's ecology, management, etc.

There will be a question and answer session at end of the day, though questions will also be welcome throughout the day.

Ben has over 35 years of experience of professional botanical survey and monitoring work in a wide range of habitats in Britain for a wide range of clients including government agencies, conservation charities, and ecological consultancies.

UK Habitat Classification for Practitioners

Bob Edmonds & Peter Carey

2 online sessions (10:00 – 13:00)



Key Competency

S3 Habitat identification and evaluation



Intermediate



6 hours



July



Price band: A

Description

This course aims to provide ecologists with an introduction to the UK Habitat Classification. UKHab is the base classification for DEFRA's Biodiversity Metric and is becoming the accepted standard for habitat surveys supporting development applications in the UK.

This course will provide an overview of the architecture of UKHab, including how to use primary and secondary codes. The course will provide training in using the Habitat Field Key (V2.0) to identify habitats and how to prepare

habitat maps in the field. The course will provide training on how to plan and design a survey, from pre-survey map preparation and research, setting your Minimum Mapping Unit (MMU) and other meta-data and how to display maps and data collected in UKHab. It will also provide guidance on how to store and share UKHab data and why this is important.

An Introduction to Practical Rewilding

Derek Gow

In-person (Devon)



Key Competency

M1: Providing specialist advice on habitat / species management and / or habitat creation or rehabilitation plans or projects



Beginner – Intermediate



12 hours



August



Price band:B

Description

This course provides an introduction to rewilding in the UK, and how it can be applied at a variety of scales. Beginning with an overview of the history and different applications of the practice both in Britain and overseas. The course will focus on practical demonstration of rewilding within the three blocks under the Rewilding Coombeshead project, covering up to 400 acres of woodland and former pasture in Devon.

Early enhancement techniques will be showcased and demonstrated in the field, and focus will be given to both the role of domestic livestock and reintroductions within rewilding projects, including both benefits and downsides and the management required. There will be the opportunity to visit a captive group of lynx to discuss the role of large predators. We will also explore wild beaver wetlands and watch a family emerge from their lodge in the evening.

Time will be allocated to open discussion and debate, with the aim for delegates to come away with a more nuanced practical understanding of the opportunities rewilding presents and how they can be implemented on the ground.

Aquatic Plants Identification

Mark Duffell

In-person (Wales)



Key Competency

S2: Species Identification, handling, and population assessment



Beginner – Intermediate



6 hours



August



Price band: A

Description

Aquatic plants occur in complex and dynamic environments. Often, they change their growth forms depending on these growing conditions which at times can make identifications particularly challenging.

Many species have distinct ecological niches and can be used to indicate water quality (Ellenberg Indicator Values). By being able to identify a suite of species within an area, a clearer understanding of the habitats present is possible.

Several species are listed as either Schedule 8 or 9, so if they are found during a survey, accurate identification is essential to enable appropriate assessment and management to take place.

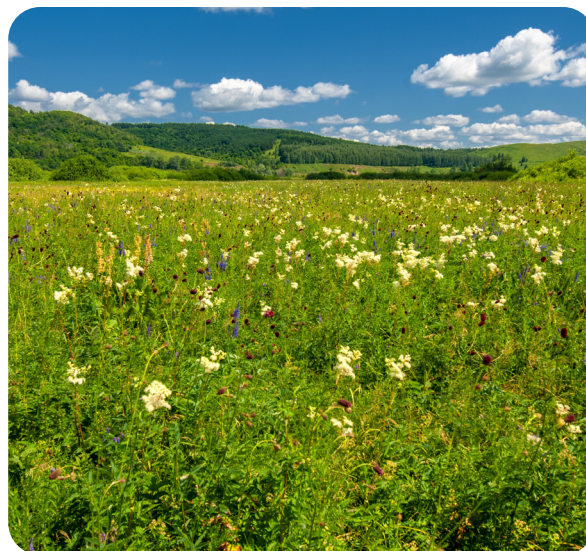
We will look at the different niches each species occupies including marginals, floating, and submerged species. Emphasis will be placed on those characters that allow reliable and accurate identification. Later, we will look

at determining the more unusual species. Use will be made of several botanical keys and other resources, and by the end of the day you should feel confident in the use of these keys.

Understanding the Vegetative Key: An Essential Tool for Ecologists for Extending the Survey Season

Mark Duffell

1 day in-person (10:00 – 17:00) West Midlands



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



6 hours



August / September



Price band: A

Description

In many books and courses the focus of plant identification is on flowers, with foliage taking a back seat. This has changed with the (recently updated) Vegetative Key to the British Flora by John Poland, which relies solely on using vegetative characters for identification. In the time that 'Poland' has been available it has been taken to heart by botanists and ecologists as it enables them to make accurate identifications and effectively extends the botanical field season.

Concentrating on the characters used in 'Poland' you will discover the often novel

features and characters used in this ground-breaking key and find out how easy it can be to make an accurate identification. Using a hand lens or microscope you will come to marvel at the structures and details to be found in even the commonest species. Working through the 'Flora' together participants will discover a range of characters that regularly crop up in the key and these will be further illustrated with specimens and presentations.

Training Courses

AUTUMN



Intermediate QGIS for Ecologists and Environmental Practitioners (Ireland)

Dr George Smith CEcol MCIEEM

2 day in-person (10:00 – 17:00) Ireland



Key Competency

IM2: Information Technology



Intermediate



12 hours



Autumn



Price band: B

Description

This intermediate level event focuses on using QGIS as a tool for data analysis and producing more complex maps accurately and efficiently. The course offers ideal progression from our entry level QGIS training and includes some pre-event work to help ensure all delegates have a similar level of QGIS knowledge prior to attendance.

Sessions will explore how to quickly and efficiently digitise complex maps and how to correct digitising errors using a range of QGIS tools and plugins. Users will be shown how to georeference scanned maps for use in QGIS and how to download Open Street Maps so they can use their own maps to create backdrops for their project.

Much of the event focuses on using QGIS as a tool for data analysis, including querying data to create subsets of features from layers and analysing spatial relationships between features. For example, we show how buffering and nearest neighbour analysis can be used to establish how far a bat roost is from key features in the landscape.

The event is suitable for anyone who is proficient at basic map production (e.g. habitat maps) and

wishes to use QGIS for more advanced tasks such as producing complex maps and for analysing environmental data. The training consolidates and builds on many of the topics introduced in our entry level QGIS training. Ideally delegates will have attended an introductory course and should be familiar with all basic functions including loading vector and raster data, basic symbology including categorizing data, basic point, line and polygon digitising, and using the Print Composer / Print Layout to create maps.

The event will combine demonstration with exercises to consolidate learning after every session. There will be some pre-event work to help to ensure all delegates have a similar level of QGIS knowledge prior to attendance.

Delegates should bring their own laptop pre-loaded with QGIS and relevant plug ins. Further details will be provided prior to the training.

Trees for Beginners (Autumn)

Lorna Bointon

2 online sessions (10:00 – 13:00)



Key Competency

S2 Species identification, handling and population assessment



Beginner



6 hours



Autumn



Price band: A

Description

This training is relevant to ecologists, conservation managers, and biodiversity officers to understand the importance of trees within the ecosystem and the complex relationships and connections that exist within woodland habitats. This course is suitable for beginners and will help professional ecologists or those just starting out to identify tree species, understand the threats that face trees, the specific habitats and conditions some trees species require, and to recognise their importance in supporting biodiversity and for carbon capture and climate regulation.

Key areas to be covered are recognition and identification of common tree species, and

the different habitats in which they grow best. The course will also cover the relationships that exist between trees and other organisms, such as soil bacteria and fungi. We will look at how trees grow and how they reproduce. We will cover epiphytes, mycorrhizal fungi and symbiotic relationships between tree species and their importance for biodiversity. Participants will also gain an understanding of the laws surrounding trees.

Mammal Tracks and Signs - Accurate Identification for Professional Ecologists

Richard Andrews CEnv FCIEEM
& John Rhyder

2 days, in-person (10:00 – 17:00) South East England



Key Competency

A2: Habitat regulations Assessment, Appropriate Assessment / Natura Impact Statement



Beginner – Intermediate



12 hours



September



Price band: B

Description

An interactive and practical two-day course aimed at professional ecologists with some working knowledge and experience of identifying mammal tracks and signs, but who would benefit from more detailed understanding and guided practice. The course is also suitable for the relative beginner who has a broad understanding of British mammals but may not have much practical experience.

The course content covers some principles relating to all major British mammal groups in its introductory section; but as it gets into more detail, it focusses more on tracks and signs of those mammals that are legally protected (badger, otter, pine marten, water vole, etc) and what can be confused with them. This recognises the commercial and legislative priorities for professional ecologists.

The first day will be mostly classroom-based teaching and interactive learning, with a short

field-based session in the late afternoon. The second day will be entirely field-based (weather permitting) and will focus on the identification of real tracks and signs, as they are found in nature.

The course will cover:

- Footprint anatomy: mammalian foot evolution, structure, and types (as related to tracks)
- Diagnostic and easily-confused features of mammal tracks across a range of Carnivores, Rodents, Lagomorphs and Insectivores
- Footprint distortions: Register, substrate, movement, slope, weather and ageing, over-printing by other animals, etc.
- Other field-signs: scat and scent-marking, feeding signs, shelters, hairs, paths/runs, etc.

Fern Identification for botanical surveying and habitat classification

Mark Duffell

1 day in-person (10:00 – 17:00) West Midlands



Key Competency

A2: Habitat regulations Assessment, Appropriate Assessment / Natura Impact Statement



Beginner – Intermediate



6 hours



September



Price band: A

Description

Ferns and their allies (Pteridophytes) have a reputation for being challenging to identify and they can prove daunting to the beginner and improver ecologist or botanist. Part of this is due to lack of understanding of the different botanical and reproductive structures from more typical wildflowers.

This course provides the beginner and improver the skills required to identify a wide variety of species, recognise several species to genus level and become familiar with the key identification features.

Many Ferns can be used to help determine the underlying geology and / or habitat, so can offer the ecologist another tool in their surveying skillset.

Several species are listed as either Schedule 8 or 9, so if they are found during a survey, accurate identification is essential to enable appropriate assessment and management to take place.

The day will start with an introduction to fern structures and terminology, followed by how to identify the more common species. Later on, we will look at techniques for determining the more unusual species. Use will be made of the excellent FSC 'Fern Guide', as well as discussion of other resources and by the end of the day you should feel confident in the use of this key.

Introduction to Advanced Bat Surveys

Dr Morgan Hughes CEcol MCIEEM

2 day in-person with field visit (Day 1 09:00 – 16:00
& Day 2 17:30 – 00:00) West Midlands



Key Competency

S1: Habitat / species survey design, planning and fieldwork



Intermediate - Advanced



12 hours



September



Price band: B

Description

This course is aimed at Class 2 licence holders who are either looking to take the next step in bat work and work towards their Class 3 or 4 bat licences (as consultants). The course may also be appropriate for those wanting to explore the requirements of research project licences (academic or voluntary) and it will explain the differences and similarities between the two.

It is broken down into two sessions: The first is a daytime session covering theory but also providing experience setting up and taking down harp trap and mist nets in daylight conditions, working in teams under supervision. An evening session (on a separate date) will follow, giving the attendees the chance to undertake an evening's mist netting and harp trapping (under the Trainer(s)'s research project licence).

Day 1: Theory (in-person at an indoor venue with outdoor space)

Day 2: Evening Practical (in-person at an outdoor venue)

Marine Connections: From Seagrasses to Cetaceans

Lorna Bointon

2 online sessions (10:00 – 13:00 both days)



Key Competency

S2: Species identification, handling and population assessment



Beginner



6 hours



September



Price band: A

Description

Key areas to be covered are recognition of common UK coastal plant species, and the different habitats in which they grow best (shingle, saltmarsh, dunes, cliffs etc) and also an understanding of adaptations used by halophytes to cope with the marine environment. We will also look at non-native, invasive plant species and the threat they pose to native biodiversity. The course will also cover the importance of seagrasses as the 'lungs of the sea', and also seaweeds and phytoplankton in terms of climate regulation, carbon capture and oxygen production. We will look at the complex food chain from the primary consumers up to apex predators and will also explore the importance of monitoring and recording apex predators as visible signs of ocean health. As part of this, we will look at identification, ecology, and adaptations of UK seal and cetacean species and the threats that they face. Participants will also gain an understanding of the laws surrounding the marine environment.

This training is relevant to ecologists, conservation managers and biodiversity officers to understand the importance of the marine environment and the complex relationships and connections that exist within it from primary producers up to apex predators. This course is suitable for beginners and will help professional ecologists or those just starting out to identify halophytes and the specific habitats and conditions some species require. It will also help participants recognise the importance of the marine environment in supporting biodiversity and for carbon capture and climate regulation. It will also help participants gain an understanding of the importance of monitoring populations and distribution of UK marine mammal species as visible signs of ocean health and understand the threats that face them.

National Vegetation Classification Woodlands

Adrian Davis MCIEEM

2 day in-person (09:00 – 16:30) Scotland



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



12 hours



September



Price band: B

Description

Day 1 (09.30-16.30) will include lectures, group discussion, field observation and an excursion to help develop an understanding of Scottish woodlands, ecological requirements, and plant indicators for habitat identification. We will cover:

- Background to NVC Woodlands
- Keys to identification of woodlands
- Key methods for quadrats
- Survey techniques and interpretation of quadrat data
- Different vegetation types and key species
- Topography, common species and habitats
- Plant identification and species indicators for vegetation communities

Day 2 (09.00-16.00) is a field day covering key methods for data collation, quadrats, key plants and vegetation communities.

This is likely to include a few of the most common but also most interesting plants and communities in the areas visited. We will focus on major plant characteristics, differences for major plant groups including vascular plants, common rushes, sedges, and some bryophytes of woodlands. As well as

incidental observation and awareness for other species e.g. introduced species. Late afternoon – summing up and close.

Field observation

Understanding Scottish species and habitats

- Plant characteristics and relationship to vegetation communities
- NVC identification keys
- Key species and associations
- Quadrat methods and analysis of data, floristic tables
- Data tables and interpretation

Water Vole Live Trapping

Mike Dean CEcol CEnv FCIEEM

2 sessions across 2 days, in-person (15:30 – 18:30
and 8:00– 11:00) South West England



Key Competency

S2 Species identification, handling and population assessment



Intermediate - Advanced



6 hours



September



Price band: A

Description

This course is aimed at experienced practitioners (intermediate or advanced level). It is assumed that those attending this course have attended the 'Water Vole Ecology and Surveys' course, or are already experienced in undertaking water vole surveys and have a good understanding of the background ecology of the species.

The publication of new guidance on water vole survey and mitigation for developments (April 2016) introduces additional requirements for the survey, trapping and displacement of water voles. Delegates will have opportunities

to handle water voles of different ages and sexes, consider the requirements pertinent to the effective re-establishment of water vole populations and techniques to assist with successful restoration.

This course complements our one-day Water Vole Mitigation training.

Using the NVC: Plant Communities and Habitats

Lorna Bointon

2 online sessions (10:00 – 13:00)



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



6 hours



October



Price band: A

Description

This course will cover using NVC classification and indicator species. We will also look at the taxonomy and classification of common plant species and the habitats in which they grow.

Participants will also gain an understanding of the laws surrounding protected species and invasive plants. We will cover habitats and biotic / abiotic influences on surveying vegetation, the optimum times for surveying vegetation, techniques to record plant diversity

and abundance e.g. using DOMIN / DAFOR scale etc. Course delivery will comprise an illustrated talk, including recognition of common indicator plants and identification of different habitats and plant communities.

Train the Trainer(s) for Ecologists

Paul Losse

2 day in-person event, South East England



Key Competency

E1 Developing programmes of learning



Beginner – Intermediate



12 hours



October



Price band: G

Description

This unique course is specially designed for ecologists and environmental professionals and covers field as well as classroom tuition. The aim is for participants to develop their training skills towards designing and delivering courses to a professional standard of tuition.

The training includes sessions on planning your learning objectives, matching a range of different learning preferences, strategies to

ensure tuition is learner focused, techniques for working effectively with mixed ability groups, and ideas for checking delegates have met their learning goals.

Once you have completed a Train the Trainer(s) course, we will display the 'Train the Trainer(s)' logo on each of your training course webpages to indicate the added value offered by your training.

Identifying Grasses using Poland and Clement's Vegetative Key

Laurie Wildwood MCIEEM

1 day in-person (10:00 – 17:00) North East England



Key Competency

S2: Species identification, handling and population assessment



Beginner



6 hours



October



Price band: A

Description

When surveying out of season or in grazed / mown habitats, being able to confidently identify grasses is an essential skill.

Poland and Clement's Vegetative Key is a fantastic resource that is, in our experience, more likely to give you a correct identification than any other publication. It can however be daunting to use. Becoming proficient will enable year-round habitat surveying or simply allow you to get your botanical fix during the winter months!

There will be a short PowerPoint presentation of handy tips, but the vast majority of the day will be spent practicing the key with the support of your expert tutor. Samples not found at the training venue (such as those of wetland and acidic habitats) will be brought in and excursions will be taken on foot to explore local habitats including modified, neutral, and calcareous grassland, and a range of woodland types.

Teaching will be informal, with participants encouraged to practice the key independently. Time will also be spent both keying as a group, discussing identification features in the field, and revising commonly encountered species. Anatomy, terminology and the key itself will become second nature by the end of the day.

Training Courses

ALL YEAR



Good Practice for Biodiversity Net Gain: Training for Local Planning Authority Ecologists

Julia Baker CEnv MCIEEM

3 online sessions (14:00 – 17:00 each day)



Key Competency

P3: Advising on requirements of environmental (and relevant other) policy, legislation and standards



Intermediate



9 hours



Several times a year



Price band: A

Description

This course is primarily for Ecologists within Local Planning Authorities who are involved with the implementation of mandatory Biodiversity Net Gain (BNG).

This course starts with the BNG Good Practice Principles and how the Principles can be applied in practice. The various roles of LPAs with regards to mandatory BNG are then explored, and how BNG can be central to Place Making, especially given synergies between BNG and other local policy priorities.

The course then sets out good practice for mandatory BNG throughout the planning system, from pre-app advice to the submission of a planning application, the discharge of BNG conditions and monitoring the implementation of BNG on-site and via habitat banks. This session includes reviewing BNG documents submitted for planning applications, as well as time for discussion and Q&A.

This course does not cover details of legal requirements under mandatory BNG, or detailed technical training on BNG such as biodiversity metric calculations or designing BNG (please see other BNG training courses by CIEEM). This course does focus on good practice for mandatory BNG, specifically for Ecologists within Local Planning Authorities.

Introduction to Bat Ecology and Bat Surveys

Dr Katie Pollard MCIEEM

2 online sessions (10:00 – 13:00 both days)



Key Competency

S1: Habitat / species survey design, planning and fieldwork



Beginner



6 hours



Various dates throughout the year



Price band: A

Description

The course provides an introduction to key skills, experience, and knowledge necessary for undertaking professional bat work in the UK.

This course will focus on the skills needed by ecologists to carry out bat surveys, to a high standard, in line with current legislation and best practice. We will look at key aspects of bat ecology, important bat identification features, and primary legislation in relation to bats. We will review key bat survey requirements and methods, and how to prepare for surveys and select appropriate survey equipment. A range of roost types for the different species in the UK will be discussed, highlighting key roost signs, to aid roost identification.

Throughout the course we will also look at effective communication with clients, a crucial role of an ecologist, to ensure a positive outcome for bats.

The style of training will be a blend of presentation, case studies and scenarios with small group working.

A second day / more advanced course is offered, on assessing the impact of development on bats, enhancement and mitigation.

Bats: Assessing the Impact of Development on Bats, Mitigation & Enhancement

Katie Pollard

Online



Key Competency

P1: Development of strategic policies, plan, legislation or standards



Intermediate



6 hours



Various dates



Price band: A

Description

This course covers how different types of development impact bats, and the various mitigation and enhancement requirements for planning. The course is appropriate for all undertaking professional bat work in the UK.

Introduction to the Biodiversity Metric Watercourse Module

Dr Lucy Shuker

2 online sessions (3 hours each session)



Key Competency

A4: Ecological Assessment including Ecological Impact Assessment



Beginner – Intermediate



6 hours



Various dates throughout the year



Price band: A

Description

This course will provide an introduction to the Biodiversity Metric Watercourse Module and how to proceed with a Watercourse Module assessment, explaining:

- (i) its context as part of the wider Biodiversity Metric;
- (ii) the six individual components that make up the Watercourse Module and how they contribute towards the calculation of Watercourse Units;

(iii) what information is needed for each component in order to complete the Watercourse Module within the Biodiversity Metric spreadsheet, and where to access it;

(iv) how to approach a Watercourse Module assessment for different types of watercourses and projects.

Introduction to UK Habitat Classification

Bob Edmonds

2 online sessions (10:00 -13:00 both days)



Key Competency

S1: Habitat / species survey design, planning and fieldwork



Beginner



6 hours



Various dates throughout the year



Price band: A

Description

This course will enable delegates to plan for and conduct a UK Habitat Classification Survey.

We consider the uses of the UK Habitat Classification survey and best practice. We focus on survey methodology, rather than plant identification. The course covers survey planning, mapping techniques and identifying habitats. Delegates will learn to use the UK Habitat Classification Field Key and how to map polygon, linear and point features using the protocols developed for UKHab.

The course is for beginners and no habitat survey experience is necessary although basic knowledge of survey methods as well as some plant identification skills will be an advantage.

The UK Habitat Classification is set to replace the Phase One Habitat Survey method as the standard survey method used as part of Preliminary Ecological Appraisals. It is therefore expected that the majority of

ecological consultancies will adopt the UKHAB in the near future.

Knowledge of the UK Habitat Classification system is essential for consultants using the DEFRA Biodiversity Metric. The Metric has the UK Hab at its core and will be used for calculating biodiversity net gain

Plant Identification and Botanical Keys

Lorna Bointon

2 online sessions (10:00 – 13:00)



Key Competency

S2: Species identification, handling and population assessment



Beginner – Intermediate



6 hours



Every 2 to 3 months



Price band: A

Description

This course, delivered as two online sessions across two days, will give participants the confidence to identify a wide range of common plant species using plant components, such as stem, leaf, bract, inflorescence, roots / bulbils, reproductive organs, and hairs as identifying features. Training will also cover using botanical keys to identify plants. We will also be looking at the naming rules and hierarchical structure of plants, sub-species and hybrids (taxonomy). Training will include identification of specimen plants with question and answer sessions to follow.

QField for Ecologists and Environmental Practitioners

Paul Losse

3 Online sessions (09:00 to 13:00)



Key Competency

IM2 Information Technology



Intermediate



8 hours



Every 2 months



Price band: A (plus evening session)

Description

This event introduces surveyors to QField, an open source mobile GIS mapper which works alongside the QGIS GIS program. The application allows for efficient electronic data capture in the field and can be used for habitat mapping as well as capturing species information.

We cover the key advantages of capturing habitat and species data electronically as well as considering equipment options. The first part of the event focusses on setting up projects in QGIS for transfer to QField, including the use of the QField Sync plugin. We demonstrate how to prepare basemaps, configure map themes and transfer projects to a mobile device for use in the field.

We then look at QField functionality on a mobile device (android 'phone or tablet), firstly indoors and then in the field. Field work will include capturing point, line and polygon data as well as editing data in the field.

Finally, we will cover the transfer of field data back into a QGIS project.

To attend the event, you **MUST** be a proficient QGIS user but prior experience of QField is not necessary.

The event will combine demonstration with exercises to consolidate learning. There will also be an outdoor session during which delegates can capture real data in the field.

IT equipment, including a PC or Mac (desktop or laptop) pre-loaded with QGIS and a smart phone or tablet running the Android operating system (version 5 or above) will be needed. The use of Apple mobile devices is not supported on this course.

Please note that there is extra time required outside of the course hours, to complete homework.

QGIS Essentials (Self-led)

Matt Davies

Online – Complete units in your own time and attend weekly tutor sessions



Key Competency

IM1 Data and document management



Beginner



6 hours



Every 6 weeks



Price band: £150

Description

QGIS is a freely available open-source GIS that matches the functionality and usability of commercial products like ArcGIS. It has been adopted by governments, businesses and NGOs around the world. The course is suitable for beginners to GIS, those looking to refresh their skills or migrate to QGIS software.

The course will equip ecologists and environmental practitioners with the essential skills needed to confidently start using QGIS.

The course is delivered as a blend of self-led learning (using CIEEM's Moodle Learning Management Platform), with optional tutor contact. The course will run for over a

month, and delegates will need to undertake approximately 1.5 hours of exercises each week. Each week delegates will watch demonstration videos and then undertake practical exercises (instruction documents and data will be provided). Delegates will then have the option to join the tutor each Friday for a 1-hour Q&A exploring that week's topics.

QGIS for Biodiversity Net Gain

Matt Davies

1 day Online (10:00 – 16:30)



Key Competency

IM2 Information Technology



Intermediate



6 hours



Monthly



Price band: A

Description

Conducting a Biodiversity Net Gain (BNG) assessment is mandatory for most new developments in England. It is a relatively new area of work and one that ecologists, particularly consultants, are having to adopt. Conducting these assessments requires specialist technical skills, and can be carried out using the freely available, open-source mapping software - QGIS.

The event is suitable for delegates familiar with the QGIS interface who have been using the product for at least three months. Ideally, you will have attended an introductory QGIS course. The course will be delivered online (via Zoom), using a range of tried and tested techniques including presentations, demonstrations, individual exercises and case studies.

The course builds on your QGIS skills, and equips you with the specific skills needed to carry out a BNG assessment. It covers how

to integrate pre-development habitat data collected via field survey, with proposed development data, often provided by a (landscape) architect. The course will cover working with CAD data in QGIS, which is very often needed in a BNG assessment. It will also enable delegates to confidently use Natural England's BNG QGIS project, together with their Import to BNG Metric Excel tool.

QGIS for Ecological Analysis (Self-led)

Matt Davies

Online Self-led course. 1.5 hours per week for 4 weeks



Key Competency

IM2 Information Technology



Intermediate



6 hours



Monthly



Price band: A

Description

The course is suitable for those looking to improve their GIS skills and derive deeper insights from ecological data. The course will cover the key analysis topics of the popular 'Intermediate QGIS for Ecologists and Environmental Practitioners'. The training will enable delegates to contribute to many evidenced-based conservation projects, supporting action to combat the biodiversity and climate crises.

Although the course topics are well established and form part of the popular Intermediate QGIS course, this course is delivered as a blend of self-led learning (using CIEEM's Moodle Learning Management Platform), with optional tutor contact. The course will run for over a month, and delegates will need to undertake approximately 1.5 hours of exercises each week.

Each week delegates will watch demonstration videos and then undertake practical exercises (instruction documents and data will be provided). Delegates will then have the option to join the tutor each Friday for a 1-hour Q&A exploring that week's topics. Overall, the approach will allow delegates to learn from wherever they are based, to have some tutor contact, and to gain hands-on experience needed to confidently implement GIS projects in the workplace.

Intermediate QGIS for Ecologists and Environmental Practitioners

Matt Davies

4 online sessions (14:00 – 16 :30 & 10:00 – 13:00)



Key Competency

IM2: Information Technology



Intermediate



12 hours



Various dates throughout the year



Price band: B

Description

This intermediate level event focuses on using QGIS as a tool for data analysis and producing more complex maps accurately and efficiently. The course offers ideal progression from our entry level QGIS training.

Sessions will explore how to quickly and efficiently digitise complex maps and how to correct digitising errors using a range of QGIS tools and plugins. Users will be shown how to georeference scanned maps for use in QGIS and how to download and use various Open datasets so they can use their own maps to create backdrops for their project.

Much of the event focuses on using QGIS as a tool for data analysis including querying data to create subsets of features from layers and analysing spatial relationships between features. For example, we show how buffering and nearest neighbour analysis can be used to establish how far a bat roost is from key features in the landscape.

The event is suitable for anyone who is proficient at basic map production (e.g. habitat maps) and wishes to use QGIS for more advanced tasks such as producing complex maps and for analysing environmental data. The training consolidates and builds on many of the topics introduced in our entry level QGIS training. Ideally delegates will have attended an introductory course and should be familiar with all basic functions, including loading vector and raster data, basic symbology including categorizing data, basic point, line and polygon digitising, and using the Print Composer to create maps.

The event will combine demonstration with exercises to consolidate learning after every session. There will be some pre-event work to help to ensure all delegates have a similar level of QGIS knowledge prior to attendance.

Delegates should bring their own laptop pre-loaded with QGIS and relevant plug ins. Further details will be provided prior to the training.

Statutory Biodiversity Metric Training

Various

3 Online Sessions of 3 hours



Key Competency

S1 Habitat / species survey design, planning and fieldwork



Intermediate



9 hours



Monthly



Price band: BNG

Description

This course is based on the Statutory Biodiversity Metric issued for England's first phase of mandatory Biodiversity Net Gain for most developments seeking planning permission. This course provides training on good practice for undertaking statutory biodiversity metric calculations for a development. It covers the baseline and post-development calculations, both on-site and off-site. While off-site calculations are covered, this course focuses on statutory biodiversity metric calculations for a development (rather than for offsite providers).

Please note that this course does not cover details on designing Biodiversity Net Gain for a development, or the Watercourse component of the Statutory Metric or on Habitat Condition Assessments. Other CIEEM training courses are available on these aspects.

Using UKHab for Biodiversity Net Gain

Bob Edmonds & Peter Carey

2 online sessions (10:00 – 13:00)



Key Competency

S3 Habitat identification and evaluation



Intermediate – Advanced



6 hours



Every 3 months



Price band: A

Description

Aimed at consultant and local authority ecologists with experience of habitat survey, this course will introduce environmental practitioners to the interface between Natural England's Biodiversity Metric and UKHab. The course makes specific reference to UK Good Practice Guidance, including CIEEM-CIRIA-IEMA Good Practice Principles for BNG, British Standard BS8683:2021 and the CIEEM BNG Report Templates.

The course focuses on the application of BNG in relation to development and land use planning in terrestrial habitats. Practical experience of UKHab surveys and the use of NE's BNG Metric is not strictly required, but would be beneficial.

The course focusses upon the design of baseline habitat surveys for BNG and discusses feasibility and design of projects that have made a commitment to biodiversity net gain.

There is a short homework exercise introduced at the end of the first session which is discussed on Day 2.

Water Vole Ecology and Survey

Mike Dean CEcol CEnv FCIEEM

2 sessions, 1 online (9:30 – 13:00) and 1 in-person (2 hours) East Midlands



Key Competency

S2 Species identification, handling and population assessment



Beginner – Intermediate



6 hours



Various



Price band: A

Description

This is an introductory course on water voles. It will cover the background ecology of, and appropriate survey techniques for, water voles in the context of development projects.

The course will have a particular focus on determining the most appropriate approach to surveying for water voles in development scenarios, following the guidance set out in the Water Vole Mitigation Handbook. It will cover identification and recording of field signs, assessing habitat suitability, gathering and using desk study and other contextual information.

This course is aimed at beginners and those with some previous experience. Attendance on this course is strongly recommended as preparation for our two intermediate - advanced level courses on Water Vole Mitigation and Water Vole Live Trapping, Care and Restoration.

Water Vole Mitigation

Mike Dean CEcol CEnv FCIEEM

2 sessions, online (9:30 – 13:00)



Key Competency

M2 Design and preparation of habitat / species management / enhancement plans and projects



Intermediate - Advanced



6 hours



Various



Price band: A

Description

This course covers the impacts of different types of development on water voles and the options for mitigation. It will have a particular focus on determining the most appropriate approach to relocating water voles, by either trapping or use of the displacement technique, following the Water Vole Mitigation Handbook published in April 2016. The principles of displacement will be discussed in particular detail. The basic principles of trapping will also be discussed though this topic is covered in greater detail on CIEEM's 'Water Vole Live Trapping, Care and Restoration' training course.

This course is aimed at experienced practitioners (intermediate or advanced level) which complements our practical training on 'Water Vole Live Trapping, Care and Restoration'.

Those attending should have a good understanding of water vole ecology and survey techniques as these topics will not be covered during the course (we recommend attending the Water Vole Ecology and Surveys course first).

Positive Planning for Biodiversity

Sarah Dale MCIEEM

2 Online sessions (10:00 to 13:00)



Key Competency

M2 Design and preparation of habitat / species management / enhancement plans and projects



Intermediate - Advanced



6 hours



Various



Price band: A

Description

The course will begin with a workshop discussing legal compliance, best practice approaches and policy compliance. The discussion will include detail required in the planning process and potential exemptions including non-licensed method statements. The interaction between licensing and planning processes will be discussed.

An online training session will be provided covering a range of complex planning issues, example cases and tips will be provided, and discussion will be welcomed. Example cases will be provided at the end of part 1 for attendees to review before Part 2. In session two, the cases will be discussed in a workshop. This will be followed by an online training session providing advice on issues which regularly arise in the planning process.

Positive Planning for Biodiversity – First Principles

Sarah Dale MCIEEM

2 Online sessions (10:00 to 13:00)



Key Competency

M2 Design and preparation of habitat / species management / enhancement plans and projects



Beginner



6 hours



Various dates



Price band: A

Description

In the first session, the course will provide an overview of biodiversity law and how this interacts with the planning process. The planning system including application processes, planning policy and the role of Local Authority Biodiversity officers and ecological consultees will be explained. This will be in a webinar format. Where there are differences in Wales, Scotland and England, these will be set out.

A workshop will follow exploring emerging policies and approaches. This will include District Licensing, planning reform, ecosystem services / green infrastructure, Biodiversity Net Gain, and Nature Recovery Networks. Discussion will be welcomed. Any particular approaches could be discussed in more detail if requested in advance.

Links to example planning cases will be provided at the end of the first session with the invitation for attendees to review and

decide how they would respond as a Local Authority Ecologist. These cases will be discussed and reviewed in detail in the second session. Participants will also be invited to present and discuss any particular issues or cases they may wish to. The session will close with a webinar covering Top Tips for planning submissions including evidence requirements, reports, use of Supplementary Planning Documents, and best practice guidance and protocols.

Advanced Communication Skills (For ECoW site-based work)

Michael Oxford FCIEEM

Online



Key Competency

C1: Communication



Intermediate - Advanced



6 hours



Various dates



Price band: A

Description

This course aims to be able to prepare delegates for, and manage effectively, any situations requiring negotiation and / or conflict resolution during construction and ecological contracting work.

People have disagreements and misunderstandings for all sorts of reasons, it's human nature. However, conflict can create an unhealthy work environment, generate tension, be hugely damaging to relationships and prove unproductive. Differences of opinion can be debilitating to all parties trying to work through a conflict.

This course is for those working in an Ecological Clerk of Works (ECoW) role and recognises that an ECoW has an almost unique position of needing to work with a diverse range of groups or individuals and organisations.

An Introduction to Appropriate Assessment in Ireland

Marie-Louise Heffernan

Online



Key Competency

A2: Habitat Regulations Assessment / Appropriate Assessment / Natura Impact Statement



Beginner – Intermediate



6 hours



Various dates



Price band: A

Description

This course will provide you with a basic template for assessments and show you how to carry out a basic assessment. We will look at multiple examples of Appropriate Assessment in action and discuss screening, Stage 2 assessments, cumulative impacts and mitigation. The training includes discussions, presentations, and case studies to develop understanding.



Contact

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